



MEETING MINUTES

Chief's Advisory Committee (Virtual) Tuesday, October 13, 2020

Welcome to Committee by Chief Páez

Chief Páez welcomed the committee to the second meeting. Introduced City Manager Dana McDaniel.

Committee members present: Chief Justin Páez, Lt. Nick Tabernik, Lt. Greg Lattanzi, Director Jay Somerville, PIO Rebecca Myers, Officer Devin Howard, Dwayne Maynard, Ajmeri Hoque, Sri Gaddam, Cameron Justice, Susan Ortega, Imran Malik, Isao Shoji, Stella Villalba, Guest- City Manager Dana McDaniel

Minutes by: Rebecca Metcalf

City Manager Dana McDaniel thanked the committee for their willingness to serve in this capacity for the community, the Chief and his team, your advice and input will be invaluable. Invited the advisory committee to share their thoughts and ideas with the community task force as well. Their second meeting is scheduled next week and will be live streamed. Thanked the committee for their participation in this very important role and opened the floor for any questions from the group.

Chief Páez thanked the City Manager and Council for their support of the community groups and partnership with this advisory committee. Asked the group if anyone had any questions for the City Manager.

Ajmeri Hoque asked if the community task force had established goals or what you are working toward. CM McDaniel advised that the committee has not gotten that far, that is their task, City Council has asked them to help put together a community engagement program. Purposely left this open ended as this should come from the community. He also tasked them to take an inward look at the City as an organization, policies and procedures and asked for their advice and input. The city has worked with Steve Francis for approximately two years with the executive staff on diversity, equity and inclusion undertaking a complete internal assessment and working on a strategic plan relative to that, making great progress. Ms. Hoque also asked how do you see this committee working with the task force committee, will they be coming together at some point? CM McDaniel advised that the Chief's Advisory Committee is structured in a way that you will be serving terms, the community task force has about one year life span, with the idea that their recommendations going back to council will determine the way ahead, wanted to keep it open ended relative to the broader community aspect of what this group can be and for them to decide the way forward. He hopes there will be a strong connection between the two. Isao Shoji has agreed to serve on both committees and can liaison between the two; you all are welcome to observe, listen and provide input, as are all from the community. Will be live streamed as well.

As ideas come through this committee which may be appropriate to bring citywide and to the other committee those are the things we want to carryover.

Dwayne Maynard asked about the city working with Steve Francis on diversity and inclusion if the committee members of CAC and task force might be able to participate in one of the workshops he puts on for the City of Dublin. CM McDaniel advised that is something he definitely would want to have happen, it would be welcomed as part of the process.

Ajmeri Hoque made a suggestion for future meetings to try not to have meetings overlap with other important community meetings. CM McDaniel commented that is a great point, we will try not to have that conflict in the future. Stella Villalba appreciated that thoughtfulness as well. Chief Páez certainly wants all to be as invested in all of the arenas in Dublin that are important right now.

City Manager Dana McDaniel again invited all to participate or watch livestream of community task force; or feel free to reach out to him. They will be selecting a chair and vice chair in the next couple of meetings. Thanked the group and left the meeting.

Chief Páez reiterated that although we do have an agenda, these discussions are intended to be driven by the members of the committee, the agenda just serves as a framework we do not have to push through and touch on everything that is on the agenda. Minutes were sent out from the September 15 meeting. Chief Páez asked if there were any revisions or additions to raise as part of the conversation tonight. No input from the group.

September Public Commentary Follow-Up and New Commentary

Chief Páez touched on the public comments which were received from the previous meeting, to advise the group how we followed up on those comments. Asked Rebecca Myers to fill in the group. Rebecca advised that both comments were forwarded to the community task force and the school board as they related to those groups. No comments for this meeting at this time. Chief Páez stated it is important to hear in totality of what is occurring as far as dialogue in our community; as we examined those comments felt it was better for those comments to be answered by the school board and the community task force.

Chief Páez opened the discussion for new commentary as it related to some issues in the news about Dublin in the past week. He wanted to allow time and space for this group to ask questions and have dialogue about any questions or concerns you may have heard from community members.

Ajmeri Hoque asked if the Dublin Police Department was informed of what was happening and if you were, how did you handle it? Chief Páez asked just for clarity, informed about what in particular? Ms. Hoque advised she was referring to the planning meeting involving the individuals that came down from Michigan regarding the Governor of Michigan. Chief Páez read through excerpts of various news sources to ensure all were familiar with the information. Sources indicated that individuals involved had gathered in Dublin, that is specifically why there have been so many questions and concern. Chief Páez wanted to make it very clear this is not our investigation. This was driven by the FBI specifically the field office in Detroit. It would not be appropriate for us to give details of an investigation that we are not involved in. Wants to ensure

to point you in the right direction and that any inquiries should be made to the FBI Detroit office. This was great work by the FBI. We have a great partnership with other groups and members of the FBI and he reached out to them to ascertain what we can share.

- There is no indication that there was ever a plan involving the City of Dublin or a threat to our community. If there had been, Dublin Police would have been notified and involved in the investigation.
- None of the individuals involved in the plot against the Michigan Governor are from Dublin or have ties to the City of Dublin. No one from Dublin or Columbus organized the meeting. No one from Dublin attended the meeting.
- The meeting location in the "Dublin" area resulted from an equal traveling distance for the individuals attending from outside of the Central Ohio area. There was no specific reason the Dublin area was utilized for the meeting other than the location being chosen for the convenience of travel.
- News report headlines occasionally list "Dublin" for the location of stories that are not actually within the boundaries of the City of Dublin. Many Dublin mailing addresses fall outside of the City and Police jurisdiction. The meeting occurred in a Columbus hotel with a Dublin mailing address.

The Dublin Police Department takes every potential threat against our community seriously, we have great partnerships with the FBI, the Joint Terrorism Task Force (JTTF), state intelligence resources and local law enforcement networks to share information. Our crime analyst is in regular communications with these groups. For instance, we were informed of a Proud Boys march around this same time last year. We were able to quickly connect to and mobilize resources to ensure our community stays safe. We also connect with those resources for ongoing training with those various organizations. Recent trainings for our command staff occurred at our September meeting with the FBI. They provided information and an overview on hate crimes and hate crime reporting; this past Thursday 10/8 the JTTF attended our meeting and provided overview training of extremist groups including info on the Boogaloo movement. We do not tolerate extremist ideologies that threaten the safety of our community.

Imran Malik asked about safety concerns for upcoming elections and voting precincts; are we well prepared to provide security for those locations for voting that day? Are there any concerns on the radar right now? Chief Pérez deferred to Lt. Tabernik for comment.

Lt. Tabernik reiterated our strong partnerships with JTTF, the Ohio State Highway Patrol, and other state, local, and federal partners. This is where we get a lot of our information. Our crime analyst makes sure we are up to date on any information as well. Regarding election plans at this point, we have 17 polling locations throughout city. We are drafting plans to have plenty of personnel on hand at those locations and in throughout the city. We are supportive of all the steps necessary to have a productive election. We have plenty of staff and are confident it will go off without issue especially in Dublin.

Sri Gaddam asked about Cyber Crime and Cyber Intelligence – any organization that tracks this type of information like Facebook anywhere does it have to do with Dublin or does it have to be at the FBI Level? Lt. Tabernik advised that information comes from various sources and comes to our crime analyst, Chief, Lieutenants, other sworn of other law enforcement agencies; if

something were to happen we would be in the loop on it. Chief Páez advised our crime analyst reaches out routinely, but if you are aware of or hear of something that is a potential threat call and report it right away. We can immediately start to investigate the validity of the information.

Sri Gaddam asked if anyone goes to the schools to educate the kids (high schools and middle school) to bring awareness and education on what to do and what not to do; if they see something that may be a threat that it is safe to inform the police? Is there any training that goes on annually? Lt. Tabernik commented that our partnership with schools very strong. We have nine officers in our Community Education Unit, seven are in the schools every day; they try to develop relationships from officers to students so they are comfortable coming to the officer. Mr. Gaddam suggested an annual workshop or something we can do every year. Lt. Tabernik advised of several education pieces that are presented routinely. DAPP (Drug Abuse Prevention Program), Active Shooter, personal self- defense. These programs are geared or localized to the different age groups. There is not one program that covers all students every year.

Dwayne Maynard suggested maybe this is something the PD could look at doing on an annual basis for schools. Lt. Tabernik advised we absolutely could consider that, but what would that look like?

Susan Ortega commented that the department and SROs do a lot of good work in the schools, she has a strong and long-time relationship with schools and connections to all schools on some level, if it's something the department wants to take a look at they (Syntero) could partner with the department, partner on a more standardized basis to help build those healthy relationships.

Sri Gaddam stated that is a great idea, creates that bond and trust, and helps all communities. Thinks that would go a long way with the kids.

Cameron Justice worked for a program called Youth to Youth. It's focused on drug and alcohol prevention but the overall message is youth development and youth empowerment, focusing on that connection portion would be a good addition and partnership to include in the future. Lt. Tabernik stated we are open to anything we can do to improve that, whatever we can do to bridge that gap even more we are open to it.

Ajmeri Hoque asked how often do the SROs at the schools get DEI training and how do you make sure they apply that training when they are interacting with students of color? Lt. Tabernik stated three of our SROs are also community liaison officers and have received specific training in that capacity and the school system has offered that training to our department in the next month. As a police department we emphasize those values on a continuous basis. Ms. Hoque asked what is the training, what is the specific name of the training or the program? Lt. Tabernik will get the specific titles of the training; officers have attended and/or participated in that training and bring that information back to share with other members of the department.

Ajmeri Hoque advised she would love to see the training manuals for DEI training specifically. She asked if they would be able to see any statistics of SRO contacts with students who have been disciplined or any time an officer is involved in an incident. Would like to see data specifically that involves SROs and how it affects each student by age, race and gender thinks that would be

good to ensure the policies are working and if not what else we can do to improve that. This information would be good for the committee to review as well.

Chief Páez stated he is not sure we would be able to capture all contacts some contacts don't generate a call for service; part of this discussion is how do we approve and provide a resources and partnerships with schools and students. We are open to any ideas the committee and community have. He would love to bring the CEU Sergeant into this meeting and an SRO to be able to answer those questions directly. This may help determine what that information is that we want to collect to determine our success.

Stella Villalba offered her perspective, she is at the elementary level, she met one of the SRO's asked if she is was going to one of the classrooms if she was at the school every day; the SRO advised that she comes on different days there is no set schedule. Ms. Villalba feels for partnership and connectivity it might help to reconsider and rethink that. Officers need more interaction, like reading a book, getting that interaction makes a difference than just walking in the hallways; maybe try putting that invitation out to the teachers to do that. Connectivity and relationships are built over time and with interaction.

Sri Gaddam commented that the goal is to see what we are doing, enhance student engagement, knowledge and trust. For the next meeting we need to have priorities (fewer agenda items) and come back and see how we are doing. Suggests the SRO can go to the classroom quarterly.

Chief Páez thanked the group for the discussion and reiterated that just because we have many things on the agenda does not mean we have to get to all of them. However long we need to talk about a particular issue we will talk until everyone is comfortable moving forward.

Lt. Tabernik stated that Sgt. Rice and the SROs do a fantastic job connecting but it would be beneficial to have them participate in a meeting; they can share their thoughts with this group.

Chief Páez discussed Trauma Informed Care – are we as informed as we need to be to assist a student. He reached out to the Kirwan Institute to discuss some training opportunities for our department as they have a trauma informed care module. Additionally, he would welcome any other ideas from this group for training.

Sri Gaddam stated that he likes to see the action, as a group they need to decide what they are going to pursue as a team; if a good goal then how do measure that goal so they can celebrate that success once we are done.

Chief Páez commented that it is important to highlight and put goals in front of us and all agree this is what we are working towards then figure out the metrics so we can reflect on the great work that has been done by the group.

Isao Shoji commented that it seems they all agree that police presence within the education setting is critical; admits he couldn't explain in a comprehensive way what an SRO is supposed to do, thinks they would all benefit to hear what their job expectations are and compare to what we think it can be, then they can identify the metrics. He looks forward to hearing about what the program is about in the first place then go from there.

Ajmeri Hoque asked if it is possible to send to the group everything you have on SROs on what their role is in Dublin. The group can take the opportunity to review that information then come back together for a dedicated discussion.

Imran Malik believes it is very important to work in partnership with the school district, school board and community task force to determine what resources are already available. It is important to listen to the students. We need to determine what capacity, what programs and what services they want to receive to balance that task as well. We don't want to develop programs that do not reach or are not impactful to our constituents.

Stella Villalba thanked to this committee for all the time invested in this particular conversation; feels the support, partnership and concern of everyone. We are creating partnerships, that our students see our SROs as human beings in that uniform. Thanks to the group for their thoughtfulness in this.

Chief Pérez hoped in these conversations to share what we do, why we do it; one of the most important pieces to arrive at is who we are behind this badge. Thinks it wise to project a couple of meetings out to obtain all of the resources needed to review, marshal all the schedules and be able to include all participants that we can. We will have an SRO here to participate in a meeting. It is important to have those people working in that function provide their input; we can certainly get documents to all, we have our SRO Manual and agreement with schools. Also the job function for that position. That should be an entire meeting so all can digest the information, look at all questions, concerns and potential. Sri suggests inviting Dr. Hoadley as well.

Dwayne Maynard asked a question to Ajmeri Hoque, recognizing there are persons out in the community that may not be up to snuff on a numbers of issues, for instance DEI training, we need to make sure all are on the same page and understand what we are talking about. Asked Ms. Hoque about, a term she referred to in an email, what the BIPOC community represents.

Ajmeri Hoque stated she understands and should not use acronyms. DEI stands for Diversity, Equity and Inclusion and BIPOC Black, Indigenous and People of Color. Ms. Hoque stated Chief gave excellent answers to the questions. Suggests City of Dublin or Chief make a statement that there is no member of the community involved and that it was a random location.

Chief Pérez reiterated that if anyone has questions, you are a conduit to bring that information. The reason we waited to put out information is because we do need to coordinate with those agencies that are handling the investigation; wanted to make sure we were thoughtful on how we provided that information. Making a statement is something we will discuss with our PIO, and figure out how to deliver that information. He hopes you all share that information with the community.

Stella Villalba asked how does the community reach out that speaks multiple languages? What is the access to multiple languages?

Chief Páez advised we do have access to resources through our communications center; he will get that information from Director Somerville and will provide that information in a written response out to the committee.

Isao Shoji commented that the website will be part of a bigger challenge or issue. Website review was on the agenda. Not just the interpretation assistance when someone calls in, but how does the police department put itself out there in the public on a regular basis, how open are we on the website. That is an important question to ask. Believes this will also be an issue on the City Task Force side, the City of Dublin should consider the same questions. How does the City of Dublin want to be seen by the public? That will be a challenge for us to conquer.

Chief Páez stated you are absolutely right, need to consider when we put out a press release, when we put out a pamphlet, when we have events in the city, we need to make sure resources have all of the components that are necessary to help people navigate an event in the city or community.

Website Feedback

Rebecca asked for input regarding the website; asked group for reaction and input what else we can do to draw people in. We are currently taking new photos of our officers to include on the website.

Cameron Justice stated he was immediately struck by the images, the representation in the images, when looked at the photos how many were concerned about the diversity of the folks that made up the photos. How many saw someone that looked like you in any of those photos, represented you? This was a stark contrast of folks on the committee and in the community. Representation is so important, if they look to the website and don't see someone that looks like them it may deter them from becoming a police officer, moving to the community.

Rebecca thanked Cameron for the input; was to make sure officers of color and female officers were highlighted and could be seen; Susan Ortega noted this as well, sounds like that is in process, having pictures of officers interacting with community events as well. Having that representation and having folks seeing them as humans as well, they are not just a uniform they are people in our community as well. Ms. Ortega also asked if there is a function to change the language for the website if they need it translated.

Sri Gaddam advised there is an app called Weebly, it has a platform that can allow that to build into the website. There are other options that may not be that expensive as well.

Rebecca Myers commented that some of those add-ons can make this accessible in the meantime. Part of our videos to put out focus that humanity, focus on police officers as members of the community. It is great to hear that is what you would like to see.

Imran Malik said it might be very difficult to show diversity right now, maybe representing those activities the officers are involved in diverse activities. He also suggested maybe a personal health check of community and/or police department provided by the Chief; more of a personal touch maybe on a monthly or quarterly basis. Focus on services or things the department might be working on.

Sri Gaddam suggested to include that in the community engagement piece; need to pick one issue at a time. Need to prioritize. Cannot solve more than one issue a month. Also asked if there are any officers of color?

Chief Páez stated our agency is not as diverse as our community; we have three Hispanic officers, two black officers, seven female officers. We want to represent what we actually are and what we strive for our community.

Cameron Justice commented that it's a double edge sword, he did not see any African American officers pictured, it's a tough line to walk, one photo of a black officer is better than none.

Chief Páez advised that he never wants to force someone to be the face of our organization unless they are comfortable with it; there are some who are not comfortable having their picture out there; but hearing this conversation and hearing how important it is, he can go back and have those conversations with those officers.

Isao Shoji appreciates the perspective that some officers may not be comfortable being the face of the organization; does not want to put the idea out there that the officers we have are not good enough, there are other ways to show there is diversity; does not think anyone is unaware of those posed photos.

Stella Villalba appreciates the perspective Chief Páez brings about officers not feeling comfortable, they experience the same things in the schools, and the guiding question is how we achieve balance. We cannot dream of who we can become if you do not see yourself. Need to, when there are community events, ensure there is some intentionality of who we are sending as representation of the police department.

Dwayne Maynard commented that "intentionality" is the word he is hearing, would be nice to see a white officer surrounded by a diverse group of kids.

Chief Páez agrees and appreciates the input, helps us wrap are heads around new ideas to reflect the diversity of the community.

Sri Gaddam suggested for next meeting three important points: enhanced student engagement put together goals and an execution plan, website and how we communicate through the website and community engagement.

Susan Ortega appreciates him summarizing. Would love for this group the support the department in connecting with the community but also be supportive of the department. Trauma informed care piece, that is going to benefit the department across the board as well as the community; how do we as a committee support officers and civilians in the department, they are also humans, they are interfacing a lot of traumatic stuff, folks calling in with emergencies, coming up on scenes or anything like that, trying to help them navigate that secondary trauma and manage staying healthy so they can continue to engage with the community. This will make them stronger and make the community stronger.

Sri Gaddam stated once we decide key programs, costs, once you have the trust it makes it much easier for fundraising and engaging the community.

Dwayne Maynard mentioned that there was about ten minutes to end of meeting; didn't get much time to discuss the website so the committee will need to revisit that topic. More importantly the committee needs to decide on a chair and vice chair, which is in the resolution with a set time frame.

Chief Pérez thanked Susan for providing the training in the past. The department is working on developing wellness programming for our members. We want officers and civilian staff to be able to help each other so they are able to help our community. Regarding the chair and vice chair, we are obligated in next meeting to identify; the chair and vice chair will help to manage the agenda and move discussions forward.

Sri Gaddam asked the committee who is interested in being the chair?

Ajmeri Hoque nominated Stella for chair or vice chair; whichever one she wants.

Dwayne Maynard commented that the resolution states the person has to be elected by the entire group so all committee members should have opportunity to vote as these positions need to be selected by the group.

Sri Gaddam said there are some tools out there that can be put online to vote.

Susan Ortega asked if it has to be done in person; can it be a google form?

Chief Pérez stated it does not have to be in person but all need to vote. Anyone assuming those responsibilities should have all of the information. Chief read the information from the resolution regarding the duties of the chair and vice chair.

"Chair/Vice Chair. The Chief's Advisory Committee will elect from its appointed membership and no later than its third meeting a:

i. Chair, whose duties it will be to coordinate meeting agendas and Advisory Committee support with the assistance of the Chief of Police, preside over meetings and serve as the spokesperson of the Chief's Advisory Committee.

ii. Vice Chair, whose duty it will be to serve in the absence of the Chair."

The other piece of the chair and vice chair role is the reporting requirement:

"G. Reporting. The Chief's Advisory Committee will, at a minimum, submit to the City Manager and City Council a semi-annual update as to its progress, findings, recommendations and associated actions of the Advisory Committee, unless more frequent updates are necessary as determined by the City Manager, City Council, Chair of the Chief's Advisory Committee and/or Chief of Police."

Those are the highlights, it does not say in resolution how it has to be voted or that it has to be at the meeting. We have flexibility to include everyone's input and interest, can communicate notes to members who were not able to attend so all have the opportunity to review what was just read as part of the record and the conversation we just had about the chair and vice chair.

Sri Gaddam asked in addition to the chair and vice chair; do you want to pick any of the topics that we discussed today or do you think it will take two hours to pick the chair and vice chair.

Chief Páez stated it is hard to predict how long it will take without knowing the interest. Wants to leave space for that on the agenda. We don't have to continue any of those agenda items into the next meeting unless the committee feels they are pertinent for the discussion. We will keep that on the front end of that agenda.

Dwayne Maynard suggested if you are interested in being the chair or vice chair you can talk about what your goals might be and what you hope the group may be able to accomplish in their course of the months we have left in our terms by next time we meet; in addition to your interest what your goals and expectations might be. Nothing prohibits them the committee from talking to each other.

Sri Gaddam stated that makes it easier if they can write that they are interested and have that discussion before the next meeting.

Dwayne Maynard agrees that is a great suggestion.

Chief Páez stated we would be glad to have any of you as chair or vice chair; we would be very happy for any of you to be a partner in that role.

Dwayne Maynard suggested some dates for the next meeting the week of November 9th or 16th if everyone check calendars, need to reach out sooner or later with those timeframes.

Rebecca Myers advised the group that the 11th is Veterans Day; the 17th is the Community Task Force meeting, the 9th is council meeting; not sure of school board meeting dates.

Chief Páez advised we will pick a few days around that time and send out by end of week. Anyone who has interest in the chair or vice chair please share with group and we can come back with that as an agenda item so we can identify those positions. Thanks to all for the discussion we had today; meeting notes will go out in the next few days as well. Chief Páez ask for any other input, questions or comments.

Ajmeri Hoque thanked Stella for using the term Global Majority. It's a very empowering term; we should all try to use it in the future.

Chief Páez advised that Lt. Lattanzi has some information to share regarding training with the group; he will send out the information via email. It entails things we are working on in changing policy and application of those changes in policy as it relates to providing service. Thanks all for joining us, if you have anything between now and next meeting please feel free to reach out to us.

End of meeting 7:37pm

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